



Discipline Matrix Ad Hoc Meeting Minutes (10/16/2024)

Meeting Minutes

Time: 6:05 PM - 7:41 PM

Attendees:

- Chair Emerita Regina Jackson
 - Commission Chair Marsha Carpenter Peterson
 - Commission Vice Chair Ricardo Garcia-Acosta
 - Deputy Chief Hubbard
 - Deacon Reginald Lyles
 - Cathy Leonard
 - Chief of Staff Montgomery
 - Community Participant: None
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Main Topics:

- **Regular Equipment and Vehicle Inspections:**
Discussion on the process and responsibilities for the inspection and upkeep of department equipment and vehicles, with a focus on identifying malfunctions and addressing damage or misuse.
- **Officer Accountability for Departmental Property:**
Debate around the policy language regarding officers' responsibility for reporting damage and

whether reimbursement to the city should be mandatory or discretionary in cases of negligence or misconduct.

- **Unauthorized Use of Departmental Vehicles and Equipment:**

Policies around the use of department property, including vehicles and insignia, and when officers require express permission for use outside of standard duties.

- **Command Oversight and Documentation:**

The importance of proper documentation of both positive and negative supervisory notes in order to maintain transparency and accountability.

Questions and Concerns Raised:

- **Inspections and Reporting Procedures:**

- Chair Marsha Carpenter Peterson: Inquired whether there are regular audits on equipment beyond firearms and vehicles and raised concerns about whether malfunctions are immediately reported.
- Deacon Reginald Lyles: Expressed concern about officers' reluctance to report issues and the culture surrounding inspections.

- **Officer Reimbursement and Responsibility:**

- Cathy Leonard: Raised concerns about using the term “may” instead of “shall” in the reimbursement policy. She emphasized that without mandatory reimbursement, accountability could be undermined.
- Chair Marsha Carpenter Peterson: Questioned who decides what constitutes "egregious" behavior when determining reimbursement.

- **Department Property Usage:**

- Chair Marsha Carpenter Peterson: Questioned the ambiguity of the term “surface” in the policy on defacing departmental property and requested clarification on enforcement of these rules.

- **Wellness Meetings and Documentation:**

- Cathy Leonard: Asked how many wellness meetings would occur before corrective action would be taken to prevent recurring issues like tardiness or misconduct from continuing.

Suggestions and Recommendations:

- **Enhance Regular Inspections:**
 - Lt. Hubbard suggested reinstating regular inspections during officer lineups to catch issues early, proposing that inspections of additional assets be encouraged at the command level.
- **Update Policy on Reimbursement and Accountability:**
 - Deacon Reginald Lyles and Chair Emeritus Regina Jackson proposed adding language to ensure that officers are held accountable for reimbursing the city in cases of egregious or intentional misconduct.
 - Chair Marsha Carpenter Peterson recommended defining “culpability” in the policy to determine responsibility for damage to departmental property.
- **Clarify Property Use Policies:**
 - Vice Chair Ricardo Garcia-Acosta suggested expanding the policy to include other department equipment, such as drones and boats, to ensure clarity on their usage.
- **Implement Wellness Meetings:**
 - Lt. Hubbard recommended adding wellness meetings to the vision system to allow for documentation of supportive discussions about officer well-being, transitioning into disciplinary actions if needed.
- **Oversight of Supervisory Notes:**
 - It was recommended that all supervisory notes (both positive and negative) should be reviewed by commanders to ensure fairness and accountability, preventing any potential misuse by superiors.

Next Steps:

- **Review and Refine Policy Language:**
 - Lt. Hubbard to review and refine the policies on inspections, property damage, and reimbursement, with an emphasis on clarifying ambiguous terms such as "surface."
- **Develop Wellness Meeting Process:**

- Lt. Hubbard to explore how wellness meetings can be integrated into the existing vision system and the coding changes necessary to enable this functionality.
 - **Expand Officer Accountability:**
 - Further discussion will take place on developing stronger language for officer accountability, especially regarding reimbursement for damage to department property.
 - **Research Best Practices:**
 - Lt. Hubbard will look into other departments' best practices, including those from the private sector, to inform policy development around property use and insignia.
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Adjournment:

The meeting was adjourned by Chair Emeritus Regina Jackson. The next meeting is scheduled for next week at the same time.

Chat Comments:

00:34:10 Cathy Leonard: Dorham I sure meant the language maybe should be general, not ambiguous as he stated